

Form **990**
Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047
2020
Open to Public Inspection

A For the 2020 calendar year, or tax year beginning 10-01-2020, and ending 09-30-2021

B Check if applicable:
 Address change
 Name change
 Initial return
 Final return/terminated
 Amended return
 Application pending

C Name of organization
THE FAIRNESS CENTER INC

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
PO BOX 54597

City or town, state or province, country, and ZIP or foreign postal code
OKLAHOMA CITY, OK 73118

F Name and address of principal officer:
NATHAN J MCGRATH
500 NORTH THIRD STREET SUITE 600B
HARRISBURG, PA 171011167

D Employer identification number
46-4482738

E Telephone number
(844) 293-1001

G Gross receipts \$ 2,830,354

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
If "No," attach a list. (see instructions)
H(c) Group exemption number ▶

I Tax-exempt status: 501(c)(3) 501(c) () ◀ (insert no.) 4947(a)(1) or 527

J Website: ▶ WWW.FAIRNESSCENTER.ORG

K Form of organization: Corporation Trust Association Other ▶

L Year of formation: 2014

M State of legal domicile: OK

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
THE FAIRNESS CENTER, INC. IS AUTHORIZED TO CONDUCT LITIGATION AS A (A) LEGAL SERVICES ORGANIZATION; (B) HUMAN AND CIVIL RIGHTS DEFENSE ORGANIZATION; (C) PUBLIC INTEREST LAW FIRM; AND (D) ORGANIZATION ATTEMPTING TO ACHIEVE CHARITABLE GOALS THROUGH INSTITUTION OF LITIGATION AS A PLAINTIFF.

2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets.

3 Number of voting members of the governing body (Part VI, line 1a)	3	3
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	2
5 Total number of individuals employed in calendar year 2020 (Part V, line 2a)	5	11
6 Total number of volunteers (estimate if necessary)	6	2
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b Net unrelated business taxable income from Form 990-T, line 39	7b	0

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	1,802,664	2,801,596
9 Program service revenue (Part VIII, line 2g)	20,922	25,868
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	0	840
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	0	2,050
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,823,586	2,830,354

13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	0	0
14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	1,109,611	1,323,251
16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 72,254		
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	571,883	668,082
18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	1,681,494	1,991,333
19 Revenue less expenses. Subtract line 18 from line 12	142,092	839,021

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	1,273,827	2,132,562
21 Total liabilities (Part X, line 26)	75,784	95,498
22 Net assets or fund balances. Subtract line 21 from line 20	1,198,043	2,037,064

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here
Signature of officer: *****
Date: 2022-08-11
NATHAN J MCGRATH PRESIDENT & GENERAL COUNSEL
Type or print name and title

Paid Preparer Use Only
Print/Type preparer's name: Preparer's signature: Date: 2022-08-11
Check if self-employed PTIN: P00252339
Firm's name: ▶ MCKONLY & ASBURY LLP Firm's EIN: ▶ 23-1909723
Firm's address: ▶ 415 FALLOWFIELD ROAD Phone no. (717) 761-7910
CAMP HILL, PA 17011

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission:

THE FAIRNESS CENTER, INC. IS AUTHORIZED TO CONDUCT LITIGATION AS A (A) LEGAL SERVICES ORGANIZATION; (B) HUMAN AND CIVIL RIGHTS DEFENSE ORGANIZATION; (C) PUBLIC INTEREST LAW FIRM; AND (D) ORGANIZATION ATTEMPTING TO ACHIEVE CHARITABLE GOALS THROUGH INSTITUTION OF LITIGATION AS A PLAINTIFF.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 1,380,855 including grants of \$) (Revenue \$ 25,868)
See Additional Data

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe in Schedule O.)
(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses ▶ 1,380,855

Part IV Checklist of Required Schedules

		Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I		No
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II		No
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? If "Yes," complete Schedule D, Part V		No
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
11a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	Yes	
11b	Did the organization report an amount for investments—other securities—in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII		No
11c	Did the organization report an amount for investments—program related—in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII		No
11d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX		No
11e	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	Yes	
11f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	Yes	
12b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?		No
14b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV		No
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV		No
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV		No
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)		No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II		No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III		No
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H		No
20b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II		No

Part IV Checklist of Required Schedules (continued)

		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>		No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		No
b	A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		No
c	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	Yes	

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI



Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year; 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?; 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?; 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?; 5 Did the organization become aware during the year of a significant diversion of the organization's assets?; 6 Did the organization have members or stockholders?; 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 8a The governing body? 8b Each committee with authority to act on behalf of the governing body?; 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O.

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 11b Describe in Schedule O the process, if any, used by the organization to review this Form 990. 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done 13 Did the organization have a written whistleblower policy? 14 Did the organization have a written document retention and destruction policy? 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? 15a The organization's CEO, Executive Director, or top management official 15b Other officers or key employees of the organization If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions). 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

Table with 3 columns: Question, Yes, No. Rows include: 17 List the states with which a copy of this Form 990 is required to be filed AR, CA, CO, CT, FL, GA, IL, KS, KY, ME, MD, MA, MI, MN, MS, NH, NJ, NM, NY, ND, OH, PA, RI, TN, VA, WV, WI 18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. Own website Another's website Upon request Other (explain in Schedule O) 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year. 20 State the name, address, and telephone number of the person who possesses the organization's books and records: MCGILL POWER BELL AND ASSOCIATES LLP 128 E CENTRAL AVE STE B TITUSVILLE, PA 16354 (814) 827-3657

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

Table with columns: (A) Total revenue, (B) Related or exempt function revenue, (C) Unrelated business revenue, (D) Revenue excluded from tax under sections 512 - 514. Rows include Contributions, Gifts, Grants and Other Similar Amounts; Program Service Revenue; and Other Revenue.

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	294,083	232,450	52,515	9,118
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	899,487	760,312	109,351	29,824
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)				
9 Other employee benefits	48,986		48,986	
10 Payroll taxes	80,695	57,174	20,671	2,850
11 Fees for services (non-employees):				
a Management				
b Legal	45,388	1,518	40,605	3,265
c Accounting	64,626	2,161	57,816	4,649
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	68,422	2,288	61,212	4,922
12 Advertising and promotion				
13 Office expenses	42,460	20,300	20,545	1,615
14 Information technology				
15 Royalties				
16 Occupancy	101,474	50,737	50,737	
17 Travel	105,094	54,657	40,402	10,035
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	37,526	18,763	18,763	
23 Insurance	9,447	7,085	2,362	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a SUBSCRIPTIONS AND MEMBE	108,104	93,771	8,357	5,976
b LITIGATION	72,180	72,180		
c COMMUNICATIONS	9,813	7,459	2,354	
d BANK CHARGES	3,548		3,548	
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	1,991,333	1,380,855	538,224	72,254
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part IX

		(A) Beginning of year		(B) End of year	
Assets	1 Cash—non-interest-bearing	1,141,688	1	158,362	
	2 Savings and temporary cash investments		2	1,794,825	
	3 Pledges and grants receivable, net		3		
	4 Accounts receivable, net		4		
	5 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5		
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6		
	7 Notes and loans receivable, net		7		
	8 Inventories for sale or use		8		
	9 Prepaid expenses and deferred charges	17,965	9	30,696	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	219,459			
	b Less: accumulated depreciation	77,968	109,436	10c	141,491
	11 Investments—publicly traded securities		11		
	12 Investments—other securities. See Part IV, line 11		12		
	13 Investments—program-related. See Part IV, line 11		13		
	14 Intangible assets		14		
	15 Other assets. See Part IV, line 11	4,738	15	7,188	
16 Total assets. Add lines 1 through 15 (must equal line 33)	1,273,827	16	2,132,562		
Liabilities	17 Accounts payable and accrued expenses	75,784	17	90,684	
	18 Grants payable		18		
	19 Deferred revenue		19		
	20 Tax-exempt bond liabilities		20		
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21		
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22		
	23 Secured mortgages and notes payable to unrelated third parties		23		
	24 Unsecured notes and loans payable to unrelated third parties		24		
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D	0	25	4,814	
	26 Total liabilities. Add lines 17 through 25	75,784	26	95,498	
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.				
	27 Net assets without donor restrictions	1,198,043	27	2,037,064	
	28 Net assets with donor restrictions		28		
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.				
	29 Capital stock or trust principal, or current funds		29		
	30 Paid-in or capital surplus, or land, building or equipment fund		30		
	31 Retained earnings, endowment, accumulated income, or other funds		31		
32 Total net assets or fund balances	1,198,043	32	2,037,064		
33 Total liabilities and net assets/fund balances	1,273,827	33	2,132,562		

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	2,830,354
2	Total expenses (must equal Part IX, column (A), line 25)	2	1,991,333
3	Revenue less expenses. Subtract line 2 from line 1	3	839,021
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	1,198,043
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	2,037,064

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

- 1** Accounting method used to prepare the Form 990: Cash Accrual Other _____
 If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant?
 If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b** Were the organization's financial statements audited by an independent accountant?
 If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c** If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
 If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.

	Yes	No
2a		No
2b	Yes	
2c		No
3a		No
3b		

Additional Data

Software ID:

Software Version:

EIN: 46-4482738

Name: THE FAIRNESS CENTER INC

Form 990 (2020)

Form 990, Part III, Line 4a:

LEGAL SERVICES; THE FAIRNESS CENTER, INC. PROVIDES LEGAL SERVICES TO THOSE HURT BY PUBLIC SECTOR UNION OFFICIALS. SEE SCHEDULE O FOR A DESCRIPTION OF CASES LITIGATED AND THE RATIONALE FOR THE DETERMINATION THAT THE LITIGATION BENEFITS THE PUBLIC GENERALLY.

SCHEDULE A
(Form 990 or 990-EZ)

Public Charity Status and Public Support
Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047
2020
Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
THE FAIRNESS CENTER INC

Employer identification number
46-4482738

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990 or 990-EZ).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state:
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9 An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations _____
 - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.")	1,291,800	1,566,789	1,825,258	1,802,664	2,801,596	9,288,107
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf.						
3 The value of services or facilities furnished by a governmental unit to the organization without charge..						
4 Total. Add lines 1 through 3	1,291,800	1,566,789	1,825,258	1,802,664	2,801,596	9,288,107
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						3,585,141
6 Public support. Subtract line 5 from line 4.						5,702,966

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7 Amounts from line 4.	1,291,800	1,566,789	1,825,258	1,802,664	2,801,596	9,288,107
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources.					840	840
9 Net income from unrelated business activities, whether or not the business is regularly carried on.						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.).					2,050	2,050
11 Total support. Add lines 7 through 10						9,290,997
12 Gross receipts from related activities, etc. (see instructions)					12	97,315

13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

14 Public support percentage for 2020 (line 6, column (f) divided by line 11, column (f))	14	61.380 %
15 Public support percentage for 2019 Schedule A, Part II, line 14	15	58.600 %

16a 33 1/3% support test—2020. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization

b 33 1/3% support test—2019. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization

17a 10%-facts-and-circumstances test—2020. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization

b 10%-facts-and-circumstances test—2019. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization

18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶		(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .						
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3	Gross receipts from activities that are not an unrelated trade or business under section 513						
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf. . .						
5	The value of services or facilities furnished by a governmental unit to the organization without charge						
6	Total. Add lines 1 through 5						
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons						
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						
c	Add lines 7a and 7b.						
8	Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶		(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9	Amounts from line 6.						
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. . .						
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c	Add lines 10a and 10b.						
11	Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13	Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here.**

Section C. Computation of Public Support Percentage

15	Public support percentage for 2020 (line 8, column (f) divided by line 13, column (f))	15	
16	Public support percentage from 2019 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17	Investment income percentage for 2020 (line 10c, column (f) divided by line 13, column (f))	17	
18	Investment income percentage from 2019 Schedule A, Part III, line 17	18	

19a 33 1/3% support tests—2020. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization

b 33 1/3% support tests—2019. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, of Part I, complete Sections A and B. If you checked box 12b, of Part I, complete Sections A and C. If you checked box 12c, of Part I, complete Sections A, D, and E. If you checked box 12d, of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

		Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b	Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c	Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c	Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b	Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).</i>		

Part IV Supporting Organizations (continued)

		Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?		
a	A person who directly or indirectly controls, either alone or together with persons described in lines 11b and 11c below, the governing body of a supported organization?		
b	A family member of a person described in 11a above?		
c	A 35% controlled entity of a person described in line 11a or 11b above? <i>If "Yes" to 11a, 11b, or 11c, provide detail in Part VI.</i>		

Section B. Type I Supporting Organizations

		Yes	No
1	Did the officers, directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.</i>		

Section C. Type II Supporting Organizations

		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		

Section D. All Type III Supporting Organizations

		Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization (s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3	By reason of the relationship described in line 2 above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

Section E. Type III Functionally-Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):		
a	<input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c	<input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions)		
2	Activities Test. Answer lines 2a and 2b below.		
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
b	Did the activities described in line 2a constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3	Parent of Supported Organizations. Answer lines 3a and 3b below.		
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No" provide details in Part VI.</i>		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

- 1** Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	1	
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	
Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (<i>prior IRS approval required - provide details in Part VI</i>)	5	
6 Other distributions (<i>describe in Part VI</i>). See instructions	6	
7 Total annual distributions. Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions	8	
9 Distributable amount for 2020 from Section C, line 6	9	
10 Line 8 amount divided by Line 9 amount	10	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020
1 Distributable amount for 2020 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2020 (reasonable cause required-- <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2020:			
a From 2015.			
b From 2016.			
c From 2017.			
d From 2018.			
e From 2019.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2020 distributable amount			
i Carryover from 2015 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2020 from Section D, line 7:			
\$			
a Applied to underdistributions of prior years			
b Applied to 2020 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2021. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2016.			
b Excess from 2017.			
c Excess from 2018.			
d Excess from 2019.			
e Excess from 2020.			

Part VI Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

990 Schedule A, Supplemental Information

Return Reference	Explanation
SCHEDULE A, PART II, LINE 10, EXPLANATION OF OTHER INCOME:	OTHER REVENUE - 2020 AMOUNT: \$ 2,050.

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

OMB No. 1545-0047
2020
Open to Public Inspection

▶ **Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.**
▶ **Attach to Form 990.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

Name of the organization
THE FAIRNESS CENTER INC

Employer identification number
46-4482738

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? Yes No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Yes No

Part II Conservation Easements.
Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).

Preservation of land for public use (e.g., recreation or education) Preservation of an historically important land area

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____

4 Number of states where property subject to conservation easement is located ▶ _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Yes No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? Yes No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____

(ii) Assets included in Form 990, Part X ▶ \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____

b Assets included in Form 990, Part X ▶ \$ _____

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange programs
 - e** Other
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . . **Yes** **No**

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? **Yes** **No**
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---|--------|
| 1c Beginning balance | |
| 1d Additions during the year | |
| 1e Distributions during the year | |
| 1f Ending balance | |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . . **Yes** **No**
- b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment ▶
 - b** Permanent endowment ▶
 - c** Term endowment ▶
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|---------------|----|
| (i) Unrelated organizations | 3a(i) | |
| (ii) Related organizations | 3a(ii) | |
| b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? | 3b | |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		37,601	7,551	30,050
d Equipment		173,392	68,535	104,857
e Other		8,466	1,882	6,584
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				141,491

Part VII Investments—Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)		

Part VIII Investments—Program Related.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.)		

Part IX Other Assets.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	

Part X Other Liabilities.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) OTHER LIABILITIES	4,814
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	4,814

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	2,830,354
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	0
3	Subtract line 2e from line 1		3	2,830,354
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	0
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	2,830,354

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	1,991,333
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	0
3	Subtract line 2e from line 1		3	1,991,333
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	0
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	1,991,333

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
See Additional Data Table	

Additional Data

Software ID:

Software Version:

EIN: 46-4482738

Name: THE FAIRNESS CENTER INC

Supplemental Information

Return Reference	Explanation
PART X, LINE 2:	THE ORGANIZATION HAS BEEN RECOGNIZED BY THE INTERNAL REVENUE SERVICE (IRS) AS A TAX-EXEMPT ORGANIZATION UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE (THE CODE) AND IS EXEMPT FROM FEDERAL INCOME TAXES ON RELATED INCOME PURSUANT TO SECTION 501(A) OF THE CODE. THE ORGANIZATION ADHERES TO THE PROVISIONS OF ASC 740, INCOME TAXES (ASC 740). ASC 740 ESTABLISHES RULES FOR RECOGNIZING AND MEASURING TAX POSITIONS TAKEN IN AN INCOME TAX RETURN, INCLUDING DISCLOSURES OF UNCERTAIN TAX POSITIONS (UTPS). ASC 740 MANDATES THAT COMPANIES EVALUATE ALL MATERIAL INCOME TAX POSITIONS FOR PERIODS THAT REMAIN OPEN UNDER APPLICABLE STATUTES OF LIMITATION, AS WELL AS POSITIONS EXPECTED TO BE TAKEN IN FUTURE RETURNS. THE UTP RULES THEN IMPOSE A RECOGNITION THRESHOLD ON EACH TAX POSITION. AN ORGANIZATION CAN RECOGNIZE AN INCOME TAX BENEFIT ONLY IF THE POSITION HAS A "MORE LIKELY THAN NOT" (I.E., MORE THAN 50 PERCENT) CHANCE OF BEING SUSTAINED ON THE TECHNICAL MERITS. FOR THE YEARS ENDED SEPTEMBER 30, 2021 AND 2020, THE ORGANIZATION HAS TAKEN NO MATERIAL TAX POSITIONS ON ITS APPLICABLE TAX FILINGS THAT DO NOT MEET THE "MORE LIKELY THAN NOT" THRESHOLD. AS A RESULT, NO AMOUNT FOR UTPS HAS BEEN INCLUDED IN THE FINANCIAL STATEMENTS. MANAGEMENT BELIEVES IT IS NOT SUBJECT TO INCOME TAX EXAMINATIONS FOR YEARS PRIOR TO 2018.

Schedule J
(Form 990)

Compensation Information

OMB No. 1545-0047

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
 ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
 ▶ Attach to Form 990.
 ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

2020

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
THE FAIRNESS CENTER INC

Employer identification number
46-4482738

Part I Questions Regarding Compensation

	Yes	No
<p>1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.</p> <p> <input type="checkbox"/> First-class or charter travel <input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Travel for companions <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Tax idemnification and gross-up payments <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Discretionary spending account <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) </p>		
<p>b If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain</p>	1b	
<p>2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?</p>	2	
<p>3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.</p> <p> <input type="checkbox"/> Compensation committee <input type="checkbox"/> Written employment contract <input type="checkbox"/> Independent compensation consultant <input checked="" type="checkbox"/> Compensation survey or study <input checked="" type="checkbox"/> Form 990 of other organizations <input checked="" type="checkbox"/> Approval by the board or compensation committee </p>		
<p>4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:</p> <p>a Receive a severance payment or change-of-control payment?</p> <p>b Participate in, or receive payment from, a supplemental nonqualified retirement plan?</p> <p>c Participate in, or receive payment from, an equity-based compensation arrangement?</p> <p>If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.</p>	4a	No
	4b	No
	4c	No
<p>Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</p> <p>5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:</p> <p>a The organization?</p> <p>b Any related organization?</p> <p>If "Yes," on line 5a or 5b, describe in Part III.</p>	5a	No
	5b	No
<p>6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:</p> <p>a The organization?</p> <p>b Any related organization?</p> <p>If "Yes," on line 6a or 6b, describe in Part III.</p>	6a	No
	6b	No
<p>7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III</p>	7	No
<p>8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III</p>	8	No
<p>9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?</p>	9	

Part III **Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
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**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2020

▶ **Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.**
 ▶ **Attach to Form 990.**
 ▶ **Go to www.irs.gov/Form990 for the latest information.**

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
THE FAIRNESS CENTER INC

Employer identification number
46-4482738

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	1	299,807	MARKET VALUE
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ (_____)				
26 Other ▶ (_____)				
27 Other ▶ (_____)				
28 Other ▶ (_____)				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement **29**

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		No
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?		No
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		No
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Return Reference	Explanation
PART I, COLUMN (B):	THE NUMBER REPORTED IN PART 1, LINE 9(B) IS THE NUMBER OF CONTRIBUTIONS.

SCHEDULE O
(Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Go to www.irs.gov/Form990 for the latest information.

2020

Open to Public Inspection

Department of the Treasury

Internal Revenue Service
Name of the organization
THE FAIRNESS CENTER INC

Employer identification number

46-4482738

990 Schedule O, Supplemental Information

Return Reference	Explanation
PART III, LINE 4A	<p>THE FAIRNESS CENTER DETERMINES WHICH CASES TO ACCEPT BASED ON THE ISSUES INVOLVED, THE IMPACT FOR THE LITIGANT, AND THE PUBLIC INTEREST, AND NOT BASED ON ANY EXPECTATION OF FINANCIAL AWARD OR BENEFIT FOR THE FAIRNESS CENTER. GREGORY J. HARTNETT, ELIZABETH M. GALASKA, ROBERT G. BROUGH, JR., AND JOHN M. CRESS V. PENNSYLVANIA STATE EDUCATION ASSOCIATION, HOMER-CENTER EDUCATION ASSOCIATION, TWIN VALLEY EDUCATION ASSOCIATION, ELLWOOD AREA EDUCATION ASSOCIATION, HOMER-CENTER SCHOOL DISTRICT, TWIN VALLEY SCHOOL DISTRICT, ELLWOOD CITY AREA SCHOOL DISTRICT, CHARLES KOREN, IN HIS OFFICIAL CAPACITY AS THE SUPERINTENDENT OF THE HOMER-CENTER SCHOOL DISTRICT, ROBERT PLEIS, IN HIS OFFICIAL CAPACITY AS THE SUPERINTENDENT OF THE TWIN VALLEY SCHOOL DISTRICT, AND JOE MANCINI, IN HIS OFFICIAL CAPACITY AS THE SUPERINTENDENT OF THE ELLWOOD CITY AREA SCHOOL DISTRICT. THE FAIRNESS CENTER PROVIDED FREE LEGAL SERVICES TO FOUR PENNSYLVANIA PUBLIC-SCHOOL TEACHERS LOCATED ACROSS PENNSYLVANIA IN THEIR CHALLENGE TO UNITED STATES SUPREME COURT PRECEDENT PERMITTING EXTRACTING OF AGENCY FEES IN VIOLATION OF THE FIRST AMENDMENT, AS APPLIED TO THE STATES THROUGH THE FOURTEENTH AMENDMENT. THE FAIRNESS CENTER'S ROLE IN THE CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SOUGHT TO CLARIFY OR EXPAND UPON UNION NONMEMBERS' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO UNION NONMEMBER PUBLIC EMPLOYEES FROM HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. ADDITIONALLY, THE LITIGATION WOULD HAVE A SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANTS IN THAT IT SOUGHT A RULING APPLICABLE ACROSS THE COUNTRY, WHERE SIMILAR ARRANGEMENTS ABOUND. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANTS REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED FROM THEM. THE LITIGATION WOULD NOT HAVE WARRANTED REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT HAVE BEEN FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE WERE RELATIVELY SMALL FOR INDIVIDUAL PLAINTIFFS. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFFS' OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. HOWEVER, NO ATTORNEYS' FEES WERE SOUGHT BY PLAINTIFFS IN THIS MATTER. IN RE ERIK GAGNE AND BARRY WALLET. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO CONNECTICUT PUBLIC EMPLOYEES WHO HAVE BEEN SUBJECT TO HARASSMENT AND DISPARAGING MESSAGES POSTED ON UNION BULLETIN BOARDS AT THEIR PLACE OF PUBLIC EMPLOYMENT BY CERTAIN UNION MEMBERS BECAUSE OF THE PUBLIC EMPLOYEE PLAINTIFFS' DECISION TO NOT BE UNION MEMBERS. THE FAIRNESS CENTER'S ROLE IN THIS CASE</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
PART III, LINE 4A	<p>SE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO PROTECT PUBLIC E MPLOYEES WHO EXERCISE THEIR RIGHT TO NOT JOIN A UNION FROM ILLEGAL HARASSMENT AND DISCRIMINATION. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANTS IN THAT IT SEEKS A RULING WHICH PROHIBITS THE UNION AND EMPLOYER FROM PERMITTING THE HARASSMENT OF A PUBLIC EMPLOYEE FOR EXERCISING THEIR RIGHT NOT TO BE A UNION MEMBER AND AN ORDER THAT THE UNION AND EMPLOYER MUST NOTIFY EMPLOYEES OF THEIR RIGHT TO NOT BE A MEMBER OF A PUBLIC-SECTOR UNION. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANTS REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE NO FINANCIAL BENEFIT FROM THE LITIGATION. THE RELIEF SOUGHT IS AN ORDER TO REMOVE OFFENDING MESSAGES, PREVENT THE POSTING OF FUTURE MESSAGES, AND REQUIRE THE UNION AND EMPLOYER TO INFORM EMPLOYEES OF THEIR RIGHT TO NOT BE A MEMBER OF A PUBLIC-SECTOR UNION. THE LITIGATION WOULD NOT WARRANT REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT HAVE BEEN FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES AND ATTORNEYS' FEES HAVE NOT BEEN REQUESTED. MARK KIDDO, JOAN HORODUSKY, MIKE DZURKO, CHRISTINE ARNONE, JENNIE CLAY, MADELYN GROOVER, MELISSA GUZOWSKI, AND JEFF GRANGER V. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 2206; AND ERIE WATER WORKS. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO CITY OF ERIE PUBLIC EMPLOYEES WHOSE UNION BREACHED ITS DUTY OF FAIR REPRESENTATION TO BARGAINING UNIT MEMBERS WHEN THE LABOR UNION CONCEALED THE TERMS OF A PROPOSED FINAL OFFER FOR A COLLECTIVE BARGAINING AGREEMENT AND INDUCED THE BARGAINING UNIT TO RATIFY AN ALTERNATIVE OFFER. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO EXPAND OR CLARIFY THE RIGHTS OF COLLECTIVE BARGAINING UNIT MEMBERS WHEN A COLLECTIVE BARGAINING AGREEMENT IS PRESENTED TO BARGAINING UNIT MEMBERS AND RATIFIED BY THE LABOR UNION IN BAD FAITH. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANTS IN THAT IT SEEKS A RULING WHICH FURTHER DEFINES A UNION'S DUTY OF FAIR REPRESENTATION TO BARGAINING UNIT MEMBERS. BASED ON THE OPERATIVE COMPLAINT, LITIGANTS REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM POSSIBLY RECOVERY OF LOSS OF WAGES AND BENEFITS. THE RELIEF SOUGHT IS DAMAGES TO PLAINTIFFS REPRESENTING THE LOSS OF WAGES AND BENEFITS INCURRED AS A RESULT OF THE UNION'S MISREPRESENTATION. THE LITIGATION WOULD NOT WARRANT REPRESENTATION FROM PRIVATE SOURCES BECAUSE THE FINANCIAL AMOUNTS AT STAKE ARE RELATIVELY SMALL FOR INDIVIDUAL PLAINTIFFS AND IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. THE MISSION OF THE FAIRNESS CENTER</p>

990 Schedule O, Optional Information

Return Reference	Explanation
PART III, LINE 4A	<p>IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFFS' OPERATIVE COMPLAINT HAS RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS. HOWEVER, A REQUEST FOR ATTORNEYS' FEES IS NOT YET RIPE AS THIS MATTER IS STILL ONGOING. JANE LADLEY AND CHRISTOPHER MEIER V. PENNSYLVANIA STATE EDUCATION ASSOCIATION ("PSEA"). THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO PLAINTIFF SCHOOLTEACHERS WHO WERE RELIGIOUS OBJECTORS DENIED THEIR RIGHT TO FUND CHARITIES OF THEIR CHOICE. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO CLARIFY OR EXPAND UPON UNION NONMEMBERS' CONSTITUTIONAL RIGHTS AND TO PROTECT TWO UNION NONMEMBER EMPLOYEES FROM HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANTS IN THAT IT SEEKS A RULING APPLICABLE ACROSS PENNSYLVANIA, THROUGHOUT WHICH THE UNION'S POLICY OPERATES. BASED ON THE COMPLAINT, THE LITIGANTS REPRESENTED BY THE FAIRNESS CENTER WILL RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT WARRANT REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE ARE RELATIVELY SMALL FOR INDIVIDUAL PLAINTIFFS. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFFS' OPERATIVE COMPLAINT HAS RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. HOWEVER, A REQUEST FOR ATTORNEYS' FEES IS NOT YET RIPE AS THIS MATTER IS STILL ONGOING. OFFICE OF THE GOVERNOR V. LIN DSEY WANNER AND THE FAIRNESS CENTER. THE FAIRNESS CENTER REQUESTED PUBLIC RECORDS FROM THE GOVERNOR'S OFFICE PURSUANT TO PENNSYLVANIA'S RIGHT-TO-KNOW LAW RELATING TO THE IMPLEMENTATION OF THE GOVERNOR'S EXECUTIVE ORDER WHICH CREATED A PATHWAY TO UNIONIZE HOMECARE WORKERS. THE FAIRNESS CENTER'S ROLE IN THE CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT IT SOUGHT TO SCRUTINIZE THE WORK PERFORMED BY GOVERNMENT OFFICIALS IMPLEMENTING AN EXECUTIVE ORDER WHICH COULD POTENTIALLY UNIONIZE AN ENTIRELY NEW CLASS OF PENNSYLVANIA WORKERS. THE LITIGATION HAS SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANTS IN THAT IT SEEKS A RULING ALLOWING FOR ACCESS TO NONPRIVILEGED, PUBLIC RECORDS CONCERNING THE GOVERNOR'S COMMUNICATIONS WITH LABOR UNIONS. THE LITIGATION DOES NOT WARRANT REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE.</p>

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Return Reference	Explanation
PART III, LINE 4A CONTINUED	<p>WHILE THE IMPACT IS SIGNIFICANT, THERE ARE NO FINANCIAL AMOUNTS AT STAKE IN THE LITIGATION . THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES AND HAS NOT REQUESTED ATTORNEYS' FEES. LINDA MISJA V. PENNSYLVANIA STATE EDUCATION ASSOCIATION. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO A PUBLIC SCHOOLTEACHER, A RELIGIOUS OBJECTOR DENIED HER RIGHT TO FUND A CHARITY OF HER CHOICE. THE FAIRNESS CENTER'S ROLE IN THE CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO CLARIFY OR EXPAND UPON UNION NONMEMBERS' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO UNION NONMEMBER EMPLOYEES FROM HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DID NOT SUPPORT. ADDITIONALLY, THE LITIGATION WOULD HAVE A SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SEEKS A RULING APPLICABLE ACROSS PENNSYLVANIA, THROUGHOUT WHICH THE UNION'S POLICY OPERATES. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT HAVE WARRANTED REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF ARE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT HAS RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. HOWEVER, A REQUEST FOR ATTORNEYS' FEES IS NOT YET RIPE AS THIS MATTER IS STILL ONGOING . JAMES R. WILLIAMS V. PENNSYLVANIA STATE EDUCATION ASSOCIATION. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO A PUBLIC SCHOOLTEACHER, A RELIGIOUS OBJECTOR DENIED HIS RIGHT TO FUND A CHARITY OF HIS CHOICE. THE FAIRNESS CENTER'S ROLE IN THE CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO CLARIFY OR EXPAND UPON UNION NONMEMBERS' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO UNION NONMEMBER EMPLOYEES FROM HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. ADDITIONALLY, THE LITIGATION WOULD HAVE A SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SEEKS A RULING APPLICABLE ACROSS PENNSYLVANIA, THROUGHOUT WHICH THE UNION'S POLICY OPERATES. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT HAVE WARRANTED REPRESENTATION FROM PRIVATE SOURCES BECAUSE</p>

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Return Reference	Explanation
PART III, LINE 4A CONTINUED	<p>SE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF WERE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFFS' OPERATIVE COMPLAINT HAS RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. HOWEVER, A REQUEST FOR ATTORNEYS' FEES IS NOT YET RIPE AS THIS MATTER IS STILL ONGOING. CORY YEDLOSKY; WILLIAM WEYANDT; AND CHRIS TAYLOR V. PENNSYLVANIA STATE CORRECTIONS OFFICERS ASSOCIATION, LOCAL SCI-HUNTINGDON; DOUGLAS CLARK, IN HIS OFFICIAL AND PERSONAL CAPACITIES; BRYAN PERONI, IN HIS OFFICIAL AND PERSONAL CAPACITIES; AND PENNSYLVANIA STATE CORRECTIONS OFFICERS ASSOCIATION. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO THREE PENNSYLVANIA PUBLIC EMPLOYEES WHO SEEK ANSWERS RELATED TO TENS OF THOUSANDS OF DOLLARS OF THEIR PUBLIC-SECTOR UNION'S FUNDS THAT WERE EXPENDED IN VIOLATION OF UNION RULES. THE FAIRNESS CENTER'S ROLE IN THE CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO CLARIFY THE RIGHTS THAT UNION MEMBERS HAVE TO HOLD UNIONS ACCOUNTABLE FOR FOLLOWING RULES REGARDING THE HANDLING OF MEMBER DUES. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANTS IN THAT IT SEEKS A RULING WHICH FURTHER DEFINES A UNION'S DUTY TO BARGAINING UNIT MEMBERS IN THE HANDLING OF UNION MEMBERS' FUNDS. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANTS REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION ASIDE FROM RETURN OF FUNDS TAKEN FROM UNION MEMBERS BUT EXPENDED IN VIOLATION OF THE UNION'S RULES. THE LITIGATION WOULD NOT WARRANT REPRESENTATION FROM PRIVATE SOURCES BECAUSE THE FINANCIAL AMOUNTS AT STAKE ARE RELATIVELY SMALL FOR INDIVIDUAL PLAINTIFFS AND IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFFS' OPERATIVE COMPLAINT HAS RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS. HOWEVER, A REQUEST FOR ATTORNEYS' FEES IS NOT YET RIPE AS THIS MATTER IS STILL ONGOING. MIRIAM FULTZ; DARLEEN DALTO; LUCINDA RADAKER; LACEY BAINBRIDGE; CAROL SHANER; JASON KOHUTE; KURTIS COATES; LISA SOUTHERS; BRITTANY ZAPPASODI; SCOTT CARTER; DEBRA KERSTETTER; ASHLEY CLUCK; BLAINE CHAPMAN; AND BARBARA RICHTER V. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, COUNCIL 13; THOMAS W. WOLF, IN HIS OFFICIAL CAPACITY AS GOVERNOR OF THE COMMONWEALTH OF PENNSYLVANIA; MICHAEL NEWSOME, IN HIS OFFICIAL CAPACITY AS SECRETARY OF THE PENNSYLVANIA OFFICE OF ADMINISTRATION</p>

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Return Reference	Explanation
PART III, LINE 4A CONTINUED	<p>TION; AND BRIAN T. LYMAN, IN HIS OFFICIAL CAPACITIES AS CHIEF ACCOUNTING OFFICER FOR THE COMMONWEALTH OF PENNSYLVANIA AND DEPUTY SECRETARY FOR THE OFFICE OF COMPTROLLER OPERATIONS. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO PENNSYLVANIA PUBLIC EMPLOYEES WHO RESIGNED FROM THEIR PUBLIC-SECTOR UNION AND SOUGHT TO CEASE PAYING UNION DUES TO THAT UNION THEY NO LONGER SUPPORTED. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO CLARIFY OR EXPAND UPON PUBLIC EMPLOYEES' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO PUBLIC EMPLOYEES WHO SEEK TO RESIGN THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION IN ORDER TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SEEKS A RULING WIDELY APPLICABLE ACROSS PENNSYLVANIA, THROUGHOUT WHICH THE UNION'S POLICY OPERATES. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANTS REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT WARRANT REPRESENTATION FROM PRIVATE SOURCES BECAUSE THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFFS ARE RELATIVELY SMALL AND IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE.</p>

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Return Reference	Explanation
PART III, LINE 4A CONTINUED	<p>THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFFS' OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS. HOWEVER, A REQUEST FOR ATTORNEY S' FEES IS NOT YET RIPE AS THIS MATTER IS STILL ONGOING. SANDRA SMITH V. SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 668; MICHAEL NEWSOME, IN HIS OFFICIAL CAPACITY AS SECRETARY OF THE PENNSYLVANIA OFFICE OF ADMINISTRATION; AND BRIAN T. LYMAN, IN HIS OFFICIAL CAPACITIES AS CHIEF ACCOUNTING OFFICER FOR THE COMMONWEALTH OF PENNSYLVANIA AND DEPUTY SECRETARY FOR THE OFFICE OF COMPTROLLER OPERATIONS. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO A PENNSYLVANIA PUBLIC EMPLOYEE WHO RESIGNED FROM HER PUBLIC-SECTOR UNION AND SOUGHT TO CEASE PAYING UNION DUES TO THAT UNION SHE NO LONGER SUPPORTED. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO CLARIFY OR EXPAND UPON PUBLIC EMPLOYEES' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO PUBLIC EMPLOYEES WHO SEEK TO RESIGN THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION IN ORDER TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SEEKS A RULING WIDELY APPLICABLE ACROSS PENNSYLVANIA, THROUGHOUT WHICH THE UNION'S POLICY OPERATES. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT HAVE WARRANTED REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF WERE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. HOWEVER, NO ATTORNEYS' FEES WERE SOUGHT BY PLAINTIFF IN THIS MATTER. MELANIE RORABAUGH V. SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 668; MICHAEL NEWSOME, IN HIS OFFICIAL CAPACITY AS SECRETARY OF THE PENNSYLVANIA OFFICE OF ADMINISTRATION; AND BRIAN T. LYMAN, IN HIS OFFICIAL CAPACITIES AS CHIEF ACCOUNTING OFFICER FOR THE COMMONWEALTH OF PENNSYLVANIA AND DEPUTY SECRETARY FOR THE OFFICE OF COMPTROLLER OPERATIONS. THE FAIRNESS CENTER PROVIDED LEGAL SERVICES TO A PENNSYLVANIA PUBLIC EMPLOYEE WHO RESIGNED FROM HER PUBLIC-SECTOR UNION AND SOUGHT TO CEASE PAYING UNION DUES TO THAT UNION SHE NO LONGER SUP</p>

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Return Reference	Explanation
PART III, LINE 4A CONTINUED	<p>PORTED. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SOUGHT TO CLARIFY OR EXPAND UPON PUBLIC EMPLOYEES' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO PUBLIC EMPLOYEES WHO SEEK TO RESIGN THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION IN ORDER TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SOUGHT A RULING WIDELY APPLICABLE ACROSS PENNSYLVANIA, THROUGHOUT WHICH THE UNION'S POLICY OPERATES. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT HAVE WARRANTED REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF WERE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. HOWEVER, NO ATTORNEYS' FEES WERE SOUGHT BY PLAINTIFF IN THIS MATTER. BRADLEY BARLOW V. SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 668; MICHAEL NEWSOME, IN HIS OFFICIAL CAPACITY AS SECRETARY OF THE PENNSYLVANIA OFFICE OF ADMINISTRATION; AND BRIAN T. LYMAN, IN HIS OFFICIAL CAPACITIES AS CHIEF ACCOUNTING OFFICER FOR THE COMMONWEALTH OF PENNSYLVANIA AND DEPUTY SECRETARY FOR THE OFFICE OF COMPTROLLER OPERATIONS. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO A PENNSYLVANIA PUBLIC EMPLOYEE WHO RESIGNED FROM HIS PUBLIC-SECTOR UNION AND SOUGHT TO CEASE PAYING UNION DUES TO THAT UNION HE NO LONGER SUPPORTED. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO CLARIFY OR EXPAND UPON PUBLIC EMPLOYEES' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO PUBLIC EMPLOYEES WHO SEEK TO RESIGN THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION IN ORDER TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SEEKS A RULING WIDELY APPLICABLE ACROSS PENNSYLVANIA, THROUGHOUT WHICH THE UNION'S POLICY OPERATES. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT WARRANT REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRI</p>

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Return Reference	Explanation
PART III, LINE 4A CONTINUED	<p>VATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF ARE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. HOWEVER, A REQUEST FOR ATTORNEYS' FEES IS NOT YET RIPE AS THIS MATTER IS STILL ONGOING. FRANCES BIDDISCOMBE V. SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 668; MICHAEL NEWSOME, IN HIS OFFICIAL CAPACITY AS SECRETARY OF THE PENNSYLVANIA OFFICE OF ADMINISTRATION; AND BRIAN T. LYMAN, IN HIS OFFICIAL CAPACITIES AS CHIEF ACCOUNTING OFFICER FOR THE COMMONWEALTH OF PENNSYLVANIA AND DEPUTY SECRETARY FOR THE OFFICE OF COMPTROLLER OPERATIONS. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO A PENNSYLVANIA PUBLIC EMPLOYEE WHO RESIGNED FROM HER PUBLIC-SECTOR UNION AND SOUGHT TO CEASE PAYING UNION DUES TO THAT UNION SHE NO LONGER SUPPORTED. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO CLARIFY OR EXPAND UPON PUBLIC EMPLOYEES' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO PUBLIC EMPLOYEES WHO SEEK TO RESIGN THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION IN ORDER TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SEEKS A RULING WIDELY APPLICABLE ACROSS PENNSYLVANIA, THROUGHOUT WHICH THE UNION'S POLICY OPERATES. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT WARRANT REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF ARE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. HOWEVER, A REQUEST FOR ATTORNEYS' FEES IS NOT YET RIPE AS THIS MATTER IS STILL ONGOING.</p>

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Return Reference	Explanation
PART III, LINE 4A CONTINUED	<p>DOLLY BERNARD V. THE PUBLIC EMPLOYEES FEDERATION, AFL-CIO; MICHAEL N. VOLFORTE, IN HIS OFFICIAL CAPACITY AS DIRECTOR OF THE GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS; THOMAS P. DINAPOLI, IN HIS OFFICIAL CAPACITY AS THE NEW YORK STATE COMPTROLLER. THE FAIRNESS CENTER PROVIDED LEGAL SERVICES TO A NEW YORK PUBLIC EMPLOYEE WHO RESIGNED FROM HER PUBLIC-SECTOR UNION AND SOUGHT TO CEASE PAYING UNION DUES TO THAT UNION SHE NO LONGER SUPPORTED. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SOUGHT TO CLARIFY OR EXPAND UPON PUBLIC EMPLOYEES' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO PUBLIC EMPLOYEES WHO SEEK TO RESIGN THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SOUGHT A RULING WIDELY APPLICABLE ACROSS NEW YORK STATE VIA CHALLENGES TO CERTAIN PROVISIONS OF NEW YORK'S PUBLIC EMPLOYMENT STATUTE. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT HAVE WARRANTED REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF WERE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. ATTORNEYS' FEES AND COSTS WERE OBTAINED IN THIS MATTER. DONNA YANOSKI V. SERVICE EMPLOYEES INTERNATIONAL UNION, HEALTHCARE PA; MICHAEL NEWSOME, IN HIS OFFICIAL CAPACITY AS SECRETARY OF THE PENNSYLVANIA OFFICE OF ADMINISTRATION; AND BRIAN T. LYMAN, IN HIS OFFICIAL CAPACITIES AS CHIEF ACCOUNTING OFFICER FOR THE COMMONWEALTH OF PENNSYLVANIA AND DEPUTY SECRETARY FOR THE OFFICE OF COMPTROLLER OPERATIONS. THE FAIRNESS CENTER PROVIDED LEGAL SERVICES TO A PENNSYLVANIA PUBLIC EMPLOYEE WHO RESIGNED FROM HER PUBLIC-SECTOR UNION AND SOUGHT TO CEASE PAYING UNION DUES TO THAT UNION SHE NO LONGER SUPPORTED. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SOUGHT TO CLARIFY OR EXPAND UPON PUBLIC EMPLOYEES' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO PUBLIC EMPLOYEES WHO SEEK TO RESIGN THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION IN ORDER TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SOUGHT</p>

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Return Reference	Explanation
PART III, LINE 4A CONTINUED	<p>T A RULING WIDELY APPLICABLE ACROSS PENNSYLVANIA, THROUGHOUT WHICH THE UNION'S POLICY OPERATES. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT HAVE WARRANTED REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF ARE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEY'S FEES AND COSTS PURSUANT TO FEDERAL LAW. HOWEVER, NO ATTORNEYS' FEES WERE SOUGHT BY PLAINTIFF IN THIS MATTER. HECTOR REYES V. LAW ENFORCEMENT EMPLOYEES BENEVOLENT ASSOCIATION; KENNETH WYNDER, JR., IN HIS OFFICIAL CAPACITY AS PRESIDENT OF THE LAW ENFORCEMENT EMPLOYEES BENEVOLENT ASSOCIATION; BILL DE BLASIO, IN HIS OFFICIAL CAPACITY AS MAYOR OF NEW YORK CITY; NEIL MATTHEW, IN HIS OFFICIAL CAPACITY AS EXECUTIVE DIRECTOR OF THE NEW YORK CITY FINANCIAL INFORMATION SERVICE AGENCY, OFFICE OF PAYROLL ADMINISTRATION; RENEE CAMPION, IN HER OFFICIAL CAPACITY AS COMMISSIONER OF THE NEW YORK CITY OFFICE OF LABOR RELATIONS; FRANK J. MILAZZO, IN HIS OFFICIAL CAPACITY AS POLICE CHIEF FOR THE NEW YORK CITY DEPARTMENT OF ENVIRONMENTAL PROTECTION POLICE. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO A NEW YORK PUBLIC EMPLOYEE WHO SOUGHT TO RESIGN FROM HIS PUBLIC-SECTOR UNION AND TO CEASE PAYING UNION DUES TO THAT UNION HE NO LONGER SUPPORTED. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO CLARIFY OR EXPAND UPON PUBLIC EMPLOYEES' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO PUBLIC EMPLOYEES WHO SEEK TO RESIGN THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SEEKS A RULING WIDELY APPLICABLE ACROSS NEW YORK STATE VIA CHALLENGES TO CERTAIN PROVISIONS OF NEW YORK'S PUBLIC EMPLOYMENT STATUTE. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT HAVE WARRANTED REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF WERE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE</p>

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Return Reference	Explanation
PART III, LINE 4A CONTINUED	<p>LE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. ATTORNEYS' FEES AND COSTS WERE OBTAINED IN THIS MATTER. WAYNE WONG V. TRANSPORT WORKERS UNION, LOCAL 100, AFL-CIO; TONY UTANO, IN HIS OFFICIAL CAPACITY AS THE PRESIDENT OF TRANSPORT WORKERS UNION, LOCAL 100, AFL-CIO; METROPOLITAN TRANSPORTATION AUTHORITY; METROPOLITAN TRANSIT AUTHORITY-NEW YORK CITY TRANSIT; ROBERT E. FORAN, IN HIS OFFICIAL CAPACITY AS THE CHIEF FINANCIAL OFFICER OF THE METROPOLITAN TRANSPORTATION AUTHORITY. THE FAIRNESS CENTER PROVIDED LEGAL SERVICES TO A NEW YORK PUBLIC EMPLOYEE WHO SOUGHT TO RESIGN FROM HIS PUBLIC-SECTOR UNION AND TO CEASE PAYING UNION DUES TO THAT UNION HE NO LONGER SUPPORTED. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SOUGHT TO CLARIFY OR EXPAND UPON PUBLIC EMPLOYEES' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO PUBLIC EMPLOYEES WHO SEEK TO RESIGN THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SOUGHT A RULING WIDELY APPLICABLE ACROSS NEW YORK STATE VIA CHALLENGES TO CERTAIN PROVISIONS OF NEW YORK'S PUBLIC EMPLOYMENT STATUTE. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT HAVE WARRANTED REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF WERE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. ATTORNEYS' FEES AND COSTS WERE OBTAINED IN THIS MATTER. EDWARD MENDEZ AND HORTENCIA GARCIA V. DISTRICT COUNCIL 37, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO; LOCAL 983, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO; CITY OF NEW YORK. THE FAIRNESS CENTER PROVIDED LEGAL SERVICES TO TWO NEW YORK PUBLIC EMPLOYEES WHO SOUGHT TO RESIGN FROM THEIR PUBLIC-SECTOR UNIONS, TO CEASE PAYING UNION DUES TO THE UNIONS THEY EACH NO LONGER SUPPORTED, AND TO CHALLENGE THE UNION'S AUTHORITY UNDER STATE LAW TO ACT AS THEIR EXCLUSIVE REPRESENTATIVE.</p>

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Return Reference	Explanation
PART III, LINE 4A CONTINUED	<p>THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SOUGHT TO CLARIFY OR EXPAND UPON PUBLIC EMPLOYEES' CONSTITUTIONAL RIGHTS, TO PROVIDE PROTECTION TO PUBLIC EMPLOYEES WHO SEEK TO RESIGN THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT, AND TO CHALLENGE EXCLUSIVE REPRESENTATION UNDER NEW YORK LAW. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANTS IN THAT IT SOUGHT A RULING WIDELY APPLICABLE ACROSS NEW YORK STATE VIA CHALLENGES TO CERTAIN PROVISIONS OF NEW YORK'S PUBLIC EMPLOYMENT STATUTE. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANTS REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT HAVE WARRANTED REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF WERE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. ATTORNEYS' FEES AND COSTS WERE OBTAINED IN THIS MATTER. PENNY GUSTAFSON V. AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, COUNCIL 13; AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, DISTRICT COUNCIL 83; AND AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, LOCAL 2047. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO A PENNSYLVANIA PUBLIC EMPLOYEE WHOSE RIGHTS WERE VIOLATED DUE TO AFSCME'S FAILURE TO FAIRLY REPRESENT HER DURING A WORKPLACE INVESTIGATION AND SUBSEQUENT GRIEVANCE PROCEEDING. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO EXPAND OR CLARIFY THE RIGHTS OF COLLECTIVE BARGAINING UNIT MEMBERS TO FAIR REPRESENTATION. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SEEKS A RULING THAT WOULD FURTHER DEFINE A UNION'S DUTY OF FAIR REPRESENTATION TO BARGAINING UNIT MEMBERS. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND MINIMAL BACKPAY. THE LITIGATION WOULD NOT WARRANT REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF ARE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF</p>

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Return Reference	Explanation
PART III, LINE 4A CONTINUED	<p>ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO STATE LAW. HOWEVER, A REQUEST FOR ATTORNEYS' FEES IS NOT YET RIPE AS THIS MATTER IS STILL ONGOING. MATTHEW KRAWCZYK V. NEW YORK STATE UNITED TEACHERS; SOLVAY TEACHERS ASSOCIATION; BOARD OF EDUCATION OF THE SOLVAY UNION FREE SCHOOL DISTRICT; SOLVAY UNION FREE SCHOOL DISTRICT; JAY TINKLEPAUGH, IN HIS OFFICIAL CAPACITY AS SUPERINTENDENT OF THE SOLVAY UNION FREE SCHOOL DISTRICT. THE FAIRNESS CENTER PROVIDED LEGAL SERVICES TO A NEW YORK PUBLIC EMPLOYEE WHO SOUGHT TO CEASE PAYING UNION DUES TO THE UNIONS HE NO LONGER SUPPORTED. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SOUGHT TO CLARIFY OR EXPAND UPON PUBLIC EMPLOYEES' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO PUBLIC EMPLOYEES WHO SEEK TO RESIGN THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SOUGHT A RULING WIDELY APPLICABLE ACROSS NEW YORK STATE VIA CHALLENGES TO CERTAIN PROVISIONS OF NEW YORK'S PUBLIC EMPLOYMENT STATUTE. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANTS REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT HAVE WARRANTED REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF WERE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. ATTORNEYS' FEES AND COSTS WERE OBTAINED IN THIS MATTER. AMBER WELCH V. CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000, AFSCME, AFL-CIO; CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000 AFSCME/AFL-CIO, CITY OF SYRACUSE UNIT 7801-00 OF LOCAL 834; CITY OF SYRACUSE. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO A NEW YORK PUBLIC EMPLOYEE WHO SOUGHT TO RESIGN FROM HER PUBLIC-SECTOR UNION, TO CEASE PAYING UNION DUES TO THE UNION SHE NO LONGER SUPPORTED, AND TO CHALLENGE THE UNION'S AUTHORITY UNDER STATE LAW TO ACT AS HER EXCLUSIVE REPRESENTATIVE. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO CLARIFY OR EXPAND UPON PUBLIC EMPLOYEES' CONSTITUTIONAL RIGHTS, TO PROVIDE</p>

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Return Reference	Explanation
PART III, LINE 4A CONTINUED	<p>E PROTECTION TO PUBLIC EMPLOYEES WHO SEEK TO RESIGN THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT, AND TO CHALLENGE EXCLUSIVE REPRESENTATION UNDER NEW YORK LAW. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SEEKS A RULING WIDELY APPLICABLE ACROSS NEW YORK STATE VIA CHALLENGES TO CERTAIN PROVISIONS OF NEW YORK'S PUBLIC EMPLOYMENT STATUTE. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANTS REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT HAVE WARRANTED REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF WERE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. HOWEVER, NO ATTORNEYS' FEES WERE SOUGHT BY PLAINTIFF IN THIS MATTER. CHRIS TAYLOR V. PENNSYLVANIA STATE CORRECTIONS OFFICERS ASSOCIATION. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO A PENNSYLVANIA PUBLIC EMPLOYEE WHOSE RIGHTS WERE VIOLATED DUE TO HIS UNION'S REFUSAL TO PROVIDE FAIR REPRESENTATION TO CERTAIN EMPLOYEES IN THE BARGAINING UNIT. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO EXPAND OR CLARIFY THE RIGHTS OF COLLECTIVE BARGAINING UNIT MEMBERS TO FAIR REPRESENTATION. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SEEKS A RULING THAT WOULD FURTHER DEFINE A UNION'S DUTY OF FAIR REPRESENTATION TO BARGAINING UNIT MEMBERS. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE NO FINANCIAL BENEFIT FROM THE LITIGATION. THE LITIGATION WOULD NOT WARRANT REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF ARE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES.</p>

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Return Reference	Explanation
<p>PART III, LINE 4A CONTINUED</p>	<p>PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO STATE LAW. HOWEVER, A REQUEST FOR ATTORNEYS' FEES IS NOT YET RIPE AS THIS MATTER IS STILL ONGOING. DAVID PERROTTI V. PENNSYLVANIA STATE EDUCATION ASSOCIATION; AND ABINGTON HEIGHTS EDUCATION ASSOCIATION. THE FAIRNESS CENTER PROVIDED LEGAL SERVICES TO A PENNSYLVANIA PUBLIC EMPLOYEE WHO RESIGNED FROM HIS PUBLIC-SECTOR UNION AND SOUGHT TO CEASE PAYING UNION DUES TO THAT UNION HE NO LONGER SUPPORTED. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SOUGHT TO CLARIFY OR EXPAND UPON PUBLIC EMPLOYEES' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO PUBLIC EMPLOYEES WHO SEEK TO RESIGN THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION IN ORDER TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SOUGHT A RULING WIDELY APPLICABLE ACROSS PENNSYLVANIA, THROUGHOUT WHICH THE UNION'S POLICY OPERATES. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES. THE LITIGATION WOULD NOT HAVE WARRANTED REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF WERE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. ATTORNEYS' FEES AND COSTS WERE OBTAINED IN THIS MATTER. GERALDINE MCGRAW V. SERVICE EMPLOYEES INTERNATIONAL UNION, HEALTHCARE PA, CTW, CLC. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO A PENNSYLVANIA PUBLIC EMPLOYEE WHOSE RIGHTS WERE VIOLATED DUE TO MISREPRESENTATIONS BY UNION OFFICIALS AND WHO RESIGNED FROM HER PUBLIC-SECTOR UNION AND SOUGHT TO CEASE PAYING UNION DUES TO THAT UNION SHE NO LONGER SUPPORTED. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO EXPAND OR CLARIFY THE RIGHTS OF COLLECTIVE BARGAINING UNIT MEMBERS TO FAIR REPRESENTATION AND TO DETERMINE ENFORCEABILITY OF PURPORTED CONTRACTS THAT LIMIT THE RIGHTS OF PUBLIC EMPLOYEES WHO SEEK TO END FINANCIAL SUPPORT OF A UNION. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SEEKS A RULING WHICH FURTHER DEFINES A UNION'S DUTY OF FAIR REPRESENTATION TO BARGAINING UNIT MEMBERS. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF</p>

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<p>PART III, LINE 4A CONTINUED</p>	<p>ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND RECOVERY OF UNION DUES WRONGFULL Y PAID. THE LITIGATION WOULD NOT HAVE WARRANTED REPRESENTATION FROM PRIVATE SOURCES BECAUS E THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF WERE RELATIVELY SMALL. THE MISSION OF T HE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHA RITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FO R SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO STATE LAW. HOWEVER, NO ATTORNEYS' FE ES WERE SOUGHT BY PLAINTIFF IN THIS MATTER. ALAN WISNEWSKI V. SERVICE EMPLOYEES INTERNATIO NAL UNION, HEALTHCARE PA, CTW, CLC. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO A PENNS YLVANIA PUBLIC EMPLOYEE WHOSE RIGHTS WERE VIOLATED DUE TO THE UNION'S BREACH OF CONTRACT A ND BREACH OF ITS DUTY OF FAIR REPRESENTATION. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS R EPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO EXPAND OR CLARIFY THE R IGHTS OF COLLECTIVE BARGAINING UNIT MEMBERS TO FAIR REPRESENTATION AND ENFORCEMENT OF CONT RACTUAL RIGHTS. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LI TIGANT IN THAT IT SEEKS A RULING WHICH FURTHER DEFINED A UNION'S DUTY OF FAIR REPRESENTATI ON TO BARGAINING UNIT MEMBERS. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION , ASIDE FROM NOMINAL DAMAGES AND RECOVERY OF UNION DUES WRONGFULLY PAID. THE LITIGATION WO UL D WARRANT REPRESENTATION FROM PRIVATE SOURCES BECAUSE THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF ARE RELATIVELY SMALL AND IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PR IVATE LAW FIRM TO TAKE THE CASE. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY TH E GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PU BLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAI NT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO STATE LAW. HOWEVER, A REQUEST FOR ATTORNEYS' FEES IS NOT YET RIPE AS THIS MAT TER IS STILL ONGOING. RAYMOND MICHELINI V. INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKER S, LOCAL 589, LI, NY; LONG ISLAND RAIL ROAD COMPANY. THE FAIRNESS CENTER IS PROVIDING LEGA L SERVICES TO A NEW YORK PUBLIC EMPLOYEE WHOSE FEDERAL CONSTITUTIONAL AND STATUTORY RIGHTS WERE VIOLATED DUE TO DEFENDANTS' CONCERTED CONDUCT IN DEDUCTING UNION DUES FROM HIS WAGES AFTER HIS UNION MEMBERSHIP RESIGNATION, IN FAILING TO RECOGNIZE OR HONOR HIS UNION MEMBER SHIP RESIGNATION, AND BY RETALIATING AGAINST HIM BY UNLAWFULLY ALTERING THE TERMS AND COND ITIONS OF HIS EMPLOYMENT. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A B ROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO EXPAND OR CLARIFY THE RIGHTS OF COLLECTIVE BARGAINING UNIT MEMBERS WHO SE</p>

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<p>PART III, LINE 4A CONTINUED</p>	<p>EK TO RESIGN THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT, AS WELL AS THOSE WHO ARE SUBJECTED TO RETALIATION FOR EXERCISING THEIR CONSTITUTIONAL AND STATUTORY RIGHTS. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT FROM THE LITIGATION, ASIDE FROM BACK PAY, NOMINAL DAMAGES, AND RECOVERY OF UNION DUES WRONGFULLY PAID. THE LITIGATION WOULD NOT WARRANT REPRESENTATION FROM PRIVATE SOURCES BECAUSE THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF ARE RELATIVELY SMALL AND IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. HOWEVER, A REQUEST FOR ATTORNEYS' FEES IS NOT YET RIPE AS THIS MATTER IS STILL ONGOING. LYNNE GARCIA V. NEW YORK STATE UNITED TEACHERS; BOCES EDUCATORS OF EASTERN SUFFOLK, AFT LOCAL 3037, NYSUT LOCAL 22-220; BOARD OF COOPERATIVE EDUCATIONAL SERVICES OF THE FIRST SUPERVISORY DISTRICT OF SUFFOLK COUNTY. THE FAIRNESS CENTER PROVIDED LEGAL SERVICES TO A NEW YORK PUBLIC EMPLOYEE WHO SOUGHT TO CEASE PAYING UNION DUES TO THE UNIONS SHE NO LONGER SUPPORTED AS WELL AS A REFUND OF UNION DUES DEDUCTED FROM HER WAGES AFTER HER UNION MEMBERSHIP RESIGNATION. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SOUGHT TO CLARIFY OR EXPAND UPON PUBLIC EMPLOYEES' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO PUBLIC EMPLOYEES WHO SEEK TO RESIGN THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SOUGHT A RULING WIDELY APPLICABLE ACROSS NEW YORK STATE VIA CHALLENGES TO CERTAIN PROVISIONS OF NEW YORK'S PUBLIC EMPLOYMENT STATUTE. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT HAVE WARRANTED REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF WERE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES.</p>

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Return Reference	Explanation
PART III, LINE 4A CONTINUED	<p>PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO STATE LAW. HOWEVER, A REQUEST FOR ATTORNEYS' FEES IS NOT YET RIPE AS THIS MATTER IS STILL ONGOING. ROBIN WHEATLEY V. NEW YORK STATE UNITED TEACHERS; NEW HARTFORD EMPLOYEES UNION; NEW HARTFORD CENTRAL SCHOOL DISTRICT. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO A NEW YORK PUBLIC EMPLOYEE WHO SOUGHT TO CEASE PAYING UNION DUES TO THE UNIONS SHE NO LONGER SUPPORTED, AS WELL AS A REFUND OF UNION DUES UNLAWFULLY DEDUCTED FROM HER WAGES AFTER HER UNION MEMBERSHIP RESIGNATION. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO CLARIFY OR EXPAND UPON PUBLIC EMPLOYEES' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO PUBLIC EMPLOYEES WHO SEEK TO RESIGN THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SEEKS A RULING WIDELY APPLICABLE ACROSS NEW YORK STATE VIA CHALLENGES TO CERTAIN PROVISIONS OF NEW YORK'S PUBLIC EMPLOYMENT STATUTE. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT HAVE WARRANTED REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF WERE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO FEDERAL LAW. HOWEVER, A REQUEST FOR ATTORNEYS' FEES IS NOT YET RIPE AS THIS MATTER IS STILL ONGOING. ALLEN KNABB V. UFCW, LOCAL 1776KS; WENDELL W. YOUNG, IV, IN HIS INDIVIDUAL AND OFFICIAL CAPACITIES; UFCW, PA WINE AND SPIRITS COUNCIL; MICHAEL NEWSOME, IN HIS OFFICIAL CAPACITY AS SECRETARY OF THE PENNSYLVANIA OFFICE OF ADMINISTRATION; BRIAN T. LYMAN, IN HIS OFFICIAL CAPACITIES AS CHIEF ACCOUNTING OFFICER FOR THE COMMONWEALTH OF PENNSYLVANIA AND DEPUTY SECRETARY FOR THE OFFICE OF COMPTROLLER OPERATIONS. THE FAIRNESS CENTER PROVIDES LEGAL SERVICES TO A PENNSYLVANIA PUBLIC EMPLOYEE WHO RESIGNED FROM HIS PUBLIC-SECTOR UNION AND SOUGHT TO CEASE PAYING UNION DUES TO THAT UNION HE NO LONGER SUPPORTED. THE FAIRNESS CENTER'S ROLE IN THIS CASE IS REPRESENTATIVE OF A BROAD PUBLIC INTEREST IN THAT THE CASE SEEKS TO CLARIFY OR EXPAND UPON PUBLIC EMPLOYEES' CONSTITUTIONAL RIGHTS AND TO PROVIDE PROTECTION TO PUBLIC EMPLOYEES WHO SEEK TO RESIG</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
PART III, LINE 4A CONTINUED	<p>N THEIR UNION MEMBERSHIP AND/OR SEEK TO END FINANCIAL SUPPORT OF A UNION IN ORDER TO AVOID HAVING THEIR MONEY USED IN CONNECTION WITH CAUSES THEY DO NOT SUPPORT. THE LITIGATION WOULD HAVE SUBSTANTIAL IMPACT BEYOND THE INTEREST OF THE LITIGANT IN THAT IT SEEKS A RULING WIDELY APPLICABLE ACROSS PENNSYLVANIA, THROUGHOUT WHICH THE UNION'S POLICY OPERATES. BASED ON THE OPERATIVE COMPLAINT, THE LITIGANT REPRESENTED BY THE FAIRNESS CENTER WOULD RECEIVE LITTLE FINANCIAL BENEFIT, IF ANY, FROM THE LITIGATION, ASIDE FROM NOMINAL DAMAGES AND A RETURN OF FUNDS UNCONSTITUTIONALLY SEIZED. THE LITIGATION WOULD NOT WARRANT REPRESENTATION FROM PRIVATE SOURCES BECAUSE IT WOULD NOT BE FINANCIALLY BENEFICIAL TO A PRIVATE LAW FIRM TO TAKE THE CASE. WHILE THE IMPACT IS SIGNIFICANT, THE FINANCIAL AMOUNTS AT STAKE FOR THE PLAINTIFF ARE RELATIVELY SMALL. THE MISSION OF THE FAIRNESS CENTER IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF ITS DONORS, GRANTS FROM CHARITABLE ORGANIZATIONS, AND THE GENERAL PUBLIC. THE FAIRNESS CENTER WILL NOT ACCEPT FEES FOR SERVICES. PLAINTIFF'S OPERATIVE COMPLAINT RESERVED THE RIGHT TO REQUEST THAT THE COURT AWARD REASONABLE ATTORNEYS' FEES AND COSTS PURSUANT TO STATE LAW. HOWEVER, A REQUEST FOR ATTORNEYS' FEES IS NOT YET RIPE AS THIS MATTER IS STILL ONGOING.</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	THE FORM 990 IS REVIEWED (APPROVED) BY THE PRESIDENT AND GENERAL COUNSEL AND IS PROVIDED TO THE BOARD FOR INPUT PRIOR TO FILING. THE BOARD RATIFIES THE FILED RETURN AT A LATER DATE.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	CONFLICT OF INTEREST POLICY IS REVIEWED AND MONITORED ANNUALLY AND ALL THE FAIRNESS CENTER, INC. OFFICERS AND MEMBERS OF THE BOARD OF TRUSTEES MUST SIGN THE CONFLICT OF INTEREST DISCLOSURE ON AN ANNUAL BASIS.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15A	THE ORGANIZATION'S INDEPENDENT TRUSTEES REVIEWED COMPARABLE DATA IN SETTING THE PRESIDENT'S COMPENSATION AND EVALUATING HIS PERFORMANCE.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION PROVIDES THE GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS UPON REQUEST.

990 Schedule O, Supplemental Information

Return Reference	Explanation
PART XII, LINE 2C	THE ORGANIZATION'S PRESIDENT/GENERAL COUNSEL AND VICE PRESIDENT/CORPORATE COUNSEL ARE RESPONSIBLE FOR THE OVERSIGHT OF THE AUDIT AND SELECTION OF AN INDEPENDENT ACCOUNTANT. THE AUDITED FINANCIALS AND INDEPENDENT ACCOUNTANT SELECTION ARE PRESENTED TO THE BOARD OF TRUSTEES FOR FINAL APPROVAL.